



RHODE ISLAND BUSINESS HONOR ROLL

Members of Rhode Island business community have participated with the Family Independence Program, its contract providers, and vendors to place program beneficiaries into employment that will increase their incomes and lift them out of poverty. Through DHS's own RIte Works Employment and Retention Services, partnerships with employers providing training, placement and retention services have resulted in 1,066 placements during fiscal year 2002.

Since January 1, 2000, the following 375 Rhode Island companies have pledged more than 2540 jobs, and have hired 2943 FIP parents:

A & H Mfg • A-1 Answering Service • A Caring Companionship • AAA Southern NE • AJ Wright • Account Search • Advent House • Agency Staffing • AKL Flexo Tech • A Way To Grow • All Around Food Service • All State Insurance • Allied Personnel • Allison Reed Group • Alternative Care Medical Services • American Arbitration • Americare H. Service • Amy's Pest Services • Anchor Financial • Ann Marie's Deli • Aramark, Inc. • Aramsco Nursing • Argenbright • Armadini Co. • Assisted Living • Bank of Newport • Bank RI • Barclay Deli • Barrington School Dept. • Basic Services Corp • Bay Tower Nursing Home • B.C.T. Environmental Inc. • Benefits Concepts • Bertucci's Pizza • Bess Eaton • Beverly Hills Weight Center • B.J.'s Wholesale Club • Bliss Mfg. • Bob's Discount • Bostitch • Bradford Dye • Brier Co. • Bruin Plastics • Brookside Villa • Brylane Chadwicks • Building 19 • Burger King • Burns Security • Butler Business Co. • Butler Home Products • Butler Realty • Bx.com • Cadence Dance Project • Cape Allied Transit • Capital Management • Carbon Tech • Cardi Corp/RI Construction • Carelink, Inc. • Carter's 19th Hole • Catering Collaborative • CC Business • Central Falls Shelter • Chad Brown Health Ctr. • Child Care Connection • Child & Family Services of Newport County • Children's Friend & Service • Citizens Bank • City of Pawtucket • Clean Scape, Inc. • Coca Cola • CODAC • CCRI • Colibri • Compass Group/Chartwells • Compu-claim • ComSearch • Continental Bronze • Cowan Plastics • Cox Communications • Cranston ARC • Cranston Castings • Customer Linx • Cutting Edge • CVS • D & B Cabinets • Darlene Jewelry • Davol, Inc. • DCYF • Dept. of Health • DHS • Designs Intr'l • Discount Scooters • Doctor's Health Sys. • Dominion Rebar • Dryvitt • Dunkin Donuts • East Coast Embrod. • East Commerce Solutions • East Greenwich School Dept. • East Side Center • East Side Chiropractic • East Side Marketplace • Edward Jones Investment • E.F.D., Inc. • Electric Boat • Elder Care Center • Elmhurst Extended Care • Emblem & Badge • Endocrine Treatments • Epicurean Grill • Ernest Coit Jr., Insurance • Excel Staffing • Family Associates • Family Health Service • Family Outreach • Fatima Hospital • Federal Electronics • Federal Hill House • Frank Morrow Co. • Gateway Community Ctr • GCO Carpet Outlet • George H. Fuller Co. • Gilbert Walker Esq. • Grand Islander • Gre Corp • Greenwood Plumbing • Greylawn Brokerage • Greysmith Com. • Halladay, Inc. • Harris Industries Inc. • Hasbro Toys Inc. • Head Start-Newport • Health Care Services • Hertz Equipment Rental • Heatherwood Nursing Home • Help Lead Safe Center • Hi Lo Supermarket • Hillside Family Medical • Holiday Inn Express • Home Depot • Home Loan & Investment • Home Goods • Homefront Healthcare • Hope Global • Hotel Viking • Housing Network • Housing Opportunity Corp • Howard Johnson • Hyatt Regency Newport • Images Inc. • Interim Health • International Equip Lease • Interplex Metals • Invensys Sensor Systems • IRA Greene Inc. • J. Morrissey Co. • James L Maher Center • John Stone Supplies • K&M Associates • KayDee • Keselica Law • Key Container • Kids Klub Inc. • Kmart • Konikov, Dr. • Kubanoff Eye Associates • Labor Ready • L. Superwash • Lechters • Life Inc. • Lighthouse Medical • Lincoln Park • Little Rhody • Lowe's Inc. • M & M Disposal • MacColl Field YMCA • Maguire, Inc. • Management Computer Support • Management Realty • Mansion Nursing Home • Marriott • Marshalls • Mashantucket Pequot Museum • McDonalds • McAuley Village • Meals on Wheels • Mereco • Metro Honda • Mitken Co. • Morgan Health Center • Mortgage Pro's U.S.A. • Morris Transport • Mt. Pleasant Hardware • Narragansett Pest Control • National Home Improvements • Nationwide Title & Mortgage • Naval War College • Navy Federal Credit Union • NBC • Neighborhood Health • NESTC Security • Network Six • New Visions • Newport Cnty Comm Health Ctr • Newport Jai Alai • Newport Plate & Mirror Glass • Newport Preservation Society • Newport Ramada Inn • Nice & Neat Cleaning Service • NE Fish Factory • Norad • North Atlantic Distribution • North Providence Pediatrics • O.S. Job Lot • Oak Hill Nursing • Oaklawn Animal Hospital • Oakland Grove Health Center • Occupational Health • Ocean State Insurance • Ocean State Jobbers • Office of Community Services & Advocacy • Office Team • Options for Working Parents • Original Home Style • Oster Law Office • Owen & Minor • Paone Insurance • Pat Bellart • Patton Maeguy Inc. • Pawtucket Auto Supply • Paul Arpin Van Lines • Payphone LLC • Pegasus Solutions • Pierce & Freitas Ltd • Pinkerton • Planned Parenthood • Preferred People • Pro Mail Inc. • Professional Resource Management • Professional Security • Progressive Financial Management • Providence Cityart • Providence Clothing Collaborative • Prov Comm. Health Cntr • Providence Firefighters • Providence Public Library • Providence Visitor • Providence Sheraton Airport Hotel • Quality Rentals • Qualified Resources • Radisson Hotel • Randstad Inc. • RBC Industries • RCL Bookkeeping • Records Mngmt • Regina Manufacturing • RI Blood Center • RI Central Directory of Nursing Inc. • RI Convention Center • RI Donation Exchange • RI Home Improvement • RI Parents Network • RI Parents for Progress • RI Textile • RI Training School • RIBI • RI Veterans Home • RIRAL • Roger Williams Hosp • Rosewood Manor • S&T Cleaners • SAF Management • Savers • Schreiber & Schreiber • Scope Display & Box • Scope Medical Services • Sears • Seaside Assoc. • Senesco • SER Jobs for Progress • Seven Eleven • Shailer & Greene Insurance • Shaw's • SMS & Assoc. • Sonitrol • Sophia's Academy • South County Nursing Home • Southwest Air Lines • Specialty Cleaners • Spherion • Sports Authority • Spurwink RI • St. James Hardware • Stamas Auto Truck Cntr • Steere House Rehab & Nursing • Stery St • Stop & Shop • St. Francis Chapel • Susse Chalet • Sunshine Early Child Care Center • Swarovski • Tahoe Jewelry • Torbot Group • Target • Technic Inc. • City of E Prov Boys & Girls Club • 3 Golden Apples • TJ Maxx • Today's Office Staffing • Toray • Town Dock Fish • Townsend Tarnell • Trane • Travelers Aid • Troy, Pires, & Allen Inc. • Tuition Mngmt Sys • Turnhome Inc • U-Haul • United Health of New England • UPS • Urban League • URI • Urologic Surgeons of NE • US Housing Mgmt • U.S. Postal Serv • Valley Gas • Veteran's Hosp • Vicki's Place • Video Dynamics • Village House Conv. Home • Vision Funding Mort Corp • Visiting Nurse Serv • Walmart • Warwick Medical Facility • Waterview Villa • Wayland Sqr Dev Inc. • Web Access • Wendy's • West View Health Care Center • Westrick, Amy Dr. • Whittett-Higgins Co. • Women & Infants Hosp • Workers Mania • Worthington Industries • Wyatt Detention Center • Wyeth Pharmaceutical • YWCA •



MEASURES OF WELFARE REFORM EXCELLENCE

TANF High Performance Bonuses

The federal Temporary Assistance for Needy Families (TANF) law defines major indicators of success under a provision called the High Performance Bonus (HPB). It recognizes that TANF first and foremost is about getting parents into jobs and keeping them there so they can earn money to support their families.

The High Performance Bonus criteria recognize that successful welfare reform is measured best by standards that reflect the work goals of the program rather than simply whether or not welfare case numbers are cut.

The High Performance Bonus provides annual cash awards to the top 10 performing states in each of four categories related to getting welfare recipients into jobs. Awards can be as high as 5% of a state's TANF block grant entitlement, which is approximately a \$4.7 million dollar maximum for Rhode Island. Categories of performance by which states are measured are:

Job Entry-Measures the percentage of welfare recipients who enter employment while they are receiving cash.

Success in the Workforce-Combines the percentage of welfare recipients who remained in employment in the second quarter after beginning work with the aggregate earnings gains of those who are working to measure overall success in the workforce.

CASELOAD REDUCTION

FIP invests in parents to help them prepare for work and to get good jobs that enable them to leave cash assistance for good. RI continues to support families in the workforce with childcare and health care as long as they need it.

In the early days of national welfare reform, other states had faster caseload reductions than RI. Recently, however, FIP has demonstrated the success of its approach.

States compete with respect to actual performance and improvement over prior years' performance in both of these categories. The 10 top ranking states in each of four categories receive cash bonuses.

The U.S. Department of Health and Human Services independently measures and ranks states' performance using welfare administrative data compared to wage data collected by each state's unemployment insurance system.

OUTCOMES

Rhode Island's Family Independence Program (FIP) has performed remarkably well in competition for the TANF bonuses having ranked in the top ten states in two of four bonus categories in two out of three years that the competition has been held. In 1999, Rhode Island's welfare reform efforts under FIP produced a bonus of \$2,495,027 based on being ranked 10th best in improvement in job entry and 6th most improved nationally in job retention and wage increases. In 2001, the results were even better, with FIP winning a whopping \$4,751,079 with a ranking of 9th in "success in the workforce" and 10th in "improvement in job entry."

RI's Family Independence Program (FIP) has won a total of \$7,246,106 in these two years to reinvest in services for families and children.

OUTCOMES

Overall the FIP caseload has decreased from 18,904 in April 1997, the month before welfare reform began, to 14,639 in December 2002, a 22.6% decrease.

The most recent national caseload data (CLASP, January 2003), shows that 25 states had caseload increases from 09/01 to 09/02. At the same time, RI continued its steady downward trend with a 7.1% decrease.

2001 High Performance Bonus Rankings: New England

	CN	MA	NH	VT	ME	RI
Job Entry	31	42	27	19	47	21
Success in the Workforce	4	43	5	21	47	9
Improvement in Job Entry	5	45	11	9	43	10
Improvement in Success in the Workforce	30	32	18	13	47	15

- RI was one of only twelve states and the only state in New England to receive bonuses in two or more categories in 1999.
- RI was one of four states in New England to win a bonus in 2001. Connecticut and Rhode Island were the only two N.E. states to win a bonus in two categories in 2001.
- Rhode Island does especially well at helping people keep jobs once they go to work (job retention) ranking 2nd in the nation in 2001.
- For the quarter, 7/02 to 9/02, RI was one of only 12 states that demonstrated caseload reduction.
- During the same quarter, RI's caseload reduction of - 2.4 % was the 4th largest in the nation.



COMMUNITY INVOLVEMENT IN POLICYMAKING

The Welfare Reform Implementation Task Force

Since 1995, the Department of Human Services (DHS) has experienced a sea change in the way that we develop and implement public policy. From agenda-setting through implementation of statute, DHS seeks, facilitates and uses community involvement and input in each step of the public policy process.

DHS' advisory groups are the principal vehicles for public input, community ownership and consumer control. The Welfare Reform Implementation Task Force (WRITF) is an example of how DHS and the state of Rhode Island have benefited from community and consumer input.

From the beginning of "welfare reform," a coalition of community groups developed the legislation that eventually became the Family Independence Act (FIA). Following passage, interested advocates, providers of service, academics, members of the public, and most importantly FIP beneficiaries, formed the Welfare Reform Implementation Task Force (WRITF). WRITF is characterized by community leadership, open membership, working subcommittees, inclusiveness and informality.

The commitment and stamina of community participants in welfare reform policymaking and implementation has been remarkable. The WRITF has met bi-weekly since February 1997, logging over 8,000 person hours in developing, critiquing, and evaluating FIP policies and procedures.

Successful implementation of comprehensive family assessments, employment planning, services for victims of domestic violence and substance abusers, New Opportunity Homes for minor parents, and housing and time limit policies have resulted from this partnership. DHS staff professional development and FIP research and evaluation efforts are also among the many other initiatives that have benefited from the expertise and input of this advisory group.

WRITF CONTRIBUTING ORGANIZATIONS

Rhode Island Housing, Dorcas Place, Rhode Island Public Transit Authority, Catholic Charities, Office of Child Care, Providence-Cranston Workforce Development Office, Workforce Development of Greater Rhode Island, Community and Family Development Program, Parents for Progress, Sisters Overcoming Abusive Relationships, Rhode Island Coalition Against Domestic Violence, Department of Labor and Training, Rhode Island School of Social Work, The Poverty Institute, Goodwill Industries of Rhode Island, Head Start, Displaced Homemakers/Pro-Cap, Office of Rehabilitation Services, Genesis Center, Campaign to Eliminate Childhood Poverty, Rhode Island Kids

Count, Progreso Latino, RI Coalition for the Homeless, Brown University/Alfred E. Taubman Center, Travelers Aid/Crossroads, The Providence Plan, RI Department of Health, Economic Development Corporation, Office of the Child Advocate, RI Department of Children, Youth and Families, RI Department of Mental Health, Retardation and Hospitals/ Substance Abuse, RIPEC, RI Public Policy Coalition, Children's Friend and Service, DaVinci Center, Ser-Jobs for Progress, West Bay Community Action.

- *The depth and duration of public involvement in the process of creating and implementing welfare reform in Rhode Island is unique. Researchers from the Alfred E. Taubman Center for Public Policy at Brown University have credited the extent of community participation in Rhode Island's welfare reform with the family-friendly nature of the programs involved.*

Anton, Combs, Francis and Sharkey. "Against the Tide: Welfare Reform in Rhode Island". Taubman Center for Public Policy, Brown University, January 2001